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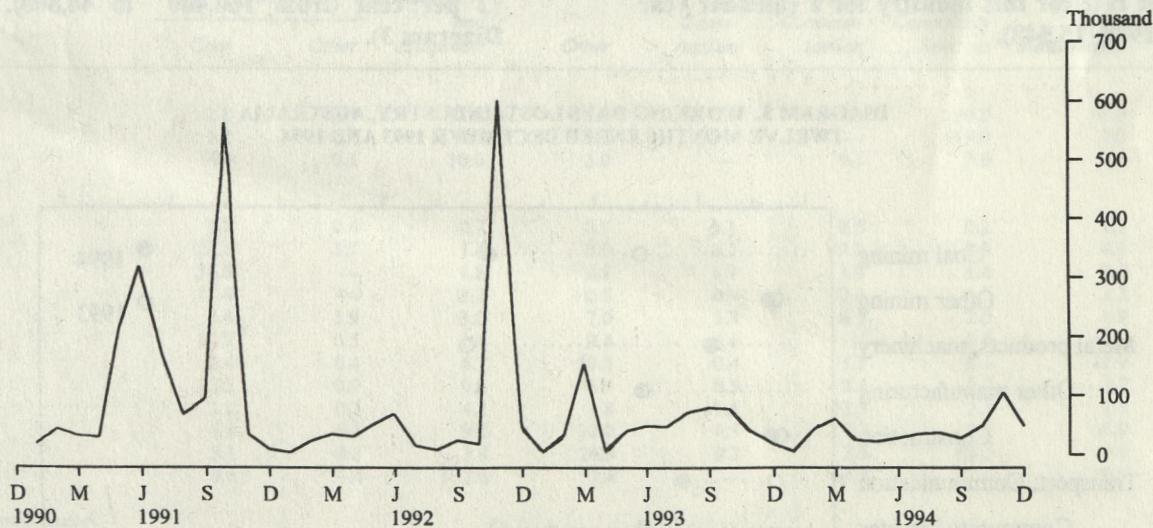
INDUSTRIAL DISPUTES, AUSTRALIA, DECEMBER 1994

MAIN FEATURES

In December 1994 -

- There were 55 disputes involving 34,500 employees and the loss of 49,000 working days.
- This represents a 54 per cent decrease from the previous month in the number of working days lost and a 51 per cent decrease in the number of employees involved.
- The Transport and storage; Communication industry reported 16,600 working days lost, an increase of 14,000 from the 2,600 reported in November 1994. This industry accounted for 34 per cent of working days lost in Australia during the month. This is the highest number of working days lost for this industry since the 21,400 recorded in December 1992.
- The Other industries group reported 10,500 working days lost. The main contributor to working days lost in this industry was the Electricity, gas and water industry which reported 10,100 working days lost.
- Working days lost in Victoria increased from 8,900 in November 1994 to 16,900 and accounted for 34 per cent of total working days lost during the month.

DIAGRAM 1. WORKING DAYS LOST, AUSTRALIA



Source: Table 1

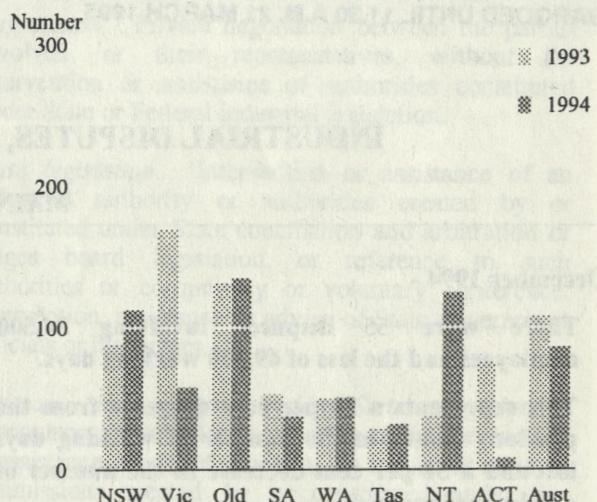
INQUIRIES

- for further information about statistics in this publication and the availability of related unpublished statistics, contact Henry Ferst on Melbourne (03) 615 7980 or any ABS State Office.
- for information about other ABS statistics and services please contact Information Services on Melbourne (03) 615 7000 or any ABS State Office.

In the twelve months ended December 1994 -

- There were 556 disputes reported involving 261,000 employees and the loss of 497,400 working days. This is a 47 per cent decrease in total employees involved and a 22 per cent decrease in the number of working days lost from the 12 months ended December 1993. Working days lost reported in 1994 represent the lowest calendar year total since the series was first compiled in 1981.
- There were 86 working days lost per thousand employees for Australia. This compares with 108 working days lost per thousand employees in the 1993 calendar year and 158 in the 1992 calendar year.
- Compared with the 12 months ended December 1993 working days lost per thousand employees increased by 229 per cent in the Northern Territory (from 38 to 125) and decreased by 89 per cent in the Australian Capital Territory (from 76 to 8) and by 66 per cent in Victoria (from 170 to 58) (refer Diagram 2).
- The Coal mining industry reported 6,803 working days lost per thousand employees. This is the highest rate for this industry for a calendar year since 1988 (15,548).

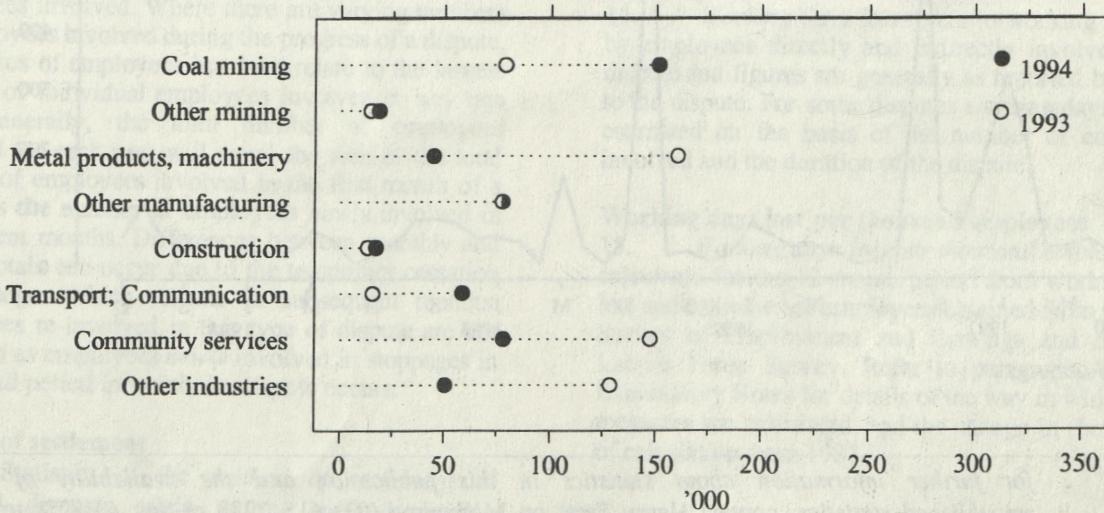
**DIAGRAM 2. WORKING DAYS LOST
PER THOUSAND EMPLOYEES,
12 MONTHS ENDED DECEMBER 1993 AND 1994**



Source: Table 5

- Working days lost increased between the 1993 and 1994 calendar years in the Transport and storage; Communication industry by 278 per cent (from 15,600 to 59,000) and in the Coal mining industry by 92 per cent (from 78,600 to 151,000). In the same period the Metal products, machinery and equipment manufacturing industry decreased by 72 per cent (from 160,400 to 44,800). (refer Diagram 3).

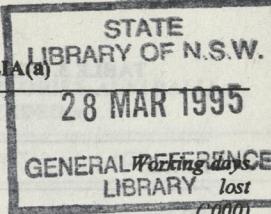
**DIAGRAM 3. WORKING DAYS LOST: INDUSTRY, AUSTRALIA
TWELVE MONTHS ENDED DECEMBER 1993 AND 1994**



Source: Table 2

Explanatory Notes and a Glossary are published on pages 6 to 8 of this publication.

TABLE 1. INDUSTRIAL DISPUTES WHICH OCCURRED DURING THE PERIOD: AUSTRALIA(a)



Period	Number of disputes(b)		Employees involved ('000)		Total(c) (000)
	Commenced in period	Total(c)	Newly involved(d)		
1993 —					
October	61	70	76.0	80.3	79.5
November	45	55	33.3	54.4	40.1
December	32	40	9.6	11.6	19.1
1994 —					
January	32	35	4.9	5.1	5.4
February	39	43	24.6	26.5	45.8
March	38	41	7.6	26.1	61.3
April	35	41	10.1	24.4	25.6
May	44	51	13.1	16.2	23.5
June	46	49	6.9	7.5	28.4
July	51	57	15.0	15.8	35.8
August	58	62	25.8	26.5	38.5
September	44	46	25.1	25.9	28.7
October	61	67	24.1	26.0	49.1
November	54	62	68.5	70.3	106.4
December	50	55	33.6	34.5	49.0
Twelve months ended —					
December 1992	726	728	871.3	871.5	941.2
1993	607	610	489.2	489.6	635.8
1994	552	556	259.4	261.0	497.4

(a) More detailed information by State and industry is available on request. (b) Prior to September 1991 disputes affecting more than one industry and/or State were counted as separate disputes in each industry and State and in the Australian total. From that time such disputes, while still counted separately in each industry and/or State are counted just once at the broader industry and Australian level. See paragraph 5 of the Explanatory Notes. (c) Refer to paragraph 7 of Glossary. (d) Comprises employees involved in disputes which commenced during the month and additional employees involved in disputes which continued from the previous month.

TABLE 2. INDUSTRIAL DISPUTES WHICH OCCURRED DURING THE PERIOD: INDUSTRY, AUSTRALIA, WORKING DAYS LOST(a)
('000)

Period	Manufacturing									All industries	
	Mining		Metal products, machinery and equipment		Other	Const- ruction	Transport and storage; Communication		Community Services	Other industries(b)	
	Coal	Other	Other	Other			Other	Other			
1993 —											
October	2.8	3.6	12.8	2.0	4.4	—	1.2	19.0	33.9	79.5	
November	3.1	1.5	6.1	2.5	—	—	—	19.9	7.0	40.1	
December	4.5	0.1	10.0	3.0	—	—	0.1	0.6	0.9	19.1	
1994 —											
January	1.8	0.4	0.7	0.3	0.1	—	0.5	0.2	1.5	5.4	
February	28.1	1.7	1.4	0.6	0.1	—	9.0	0.3	4.6	45.8	
March	54.0	—	1.8	0.9	1.7	—	1.0	1.4	0.4	61.3	
April	17.4	—	2.2	0.8	0.9	—	0.6	1.5	2.3	25.6	
May	2.4	1.9	3.0	7.0	1.3	—	0.5	2.5	4.9	23.5	
June	10.7	0.5	2.4	9.4	4.0	—	—	0.5	0.9	28.4	
July	2.4	0.4	4.7	10.5	0.4	—	3.5	0.1	13.9	35.8	
August	12.5	0.9	9.6	6.7	0.5	—	4.4	0.7	3.2	38.5	
September	3.2	0.3	4.3	1.8	1.6	—	12.4	3.1	1.9	28.7	
October	4.1	6.1	9.3	12.0	6.3	—	7.9	1.5	1.9	49.1	
November	5.1	0.8	3.4	24.9	0.3	—	2.6	64.5	4.9	106.4	
December	9.1	5.4	2.0	3.4	—	—	16.6	2.0	10.5	49.0	
Twelve months ended —											
December 1992	76.8	50.8	121.4	154.6	38.4	—	82.4	238.9	177.7	941.2	
1993	78.6	14.4	160.4	77.7	13.1	—	15.6	147.5	128.7	635.8	
1994	151.0	18.3	44.8	78.3	17.1	—	59.0	78.3	50.7	497.4	

(a) More detailed information by State and industry is available on request. (b) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence; Recreation, personal and other services.

**TABLE 3. INDUSTRIAL DISPUTES WHICH OCCURRED DURING THE PERIOD: STATES AND TERRITORIES, AUSTRALIA,
WORKING DAYS LOST(a)**
('000)

Period	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
<i>1993—</i>									
October	10.2	46.0	6.6	3.1	3.2	1.7	0.5	8.3	79.5
November	10.5	23.6	4.8	—	1.3	—	—	—	40.1
December	2.4	11.0	5.3	—	0.1	0.1	—	0.1	19.1
<i>1994—</i>									
January	3.9	0.8	0.1	—	0.5	—	—	—	5.4
February	29.3	1.2	11.8	0.2	2.2	0.2	0.2	0.6	45.8
March	36.8	2.2	20.0	1.1	1.3	0.1	—	—	61.3
April	13.3	1.9	7.5	0.8	1.0	0.7	0.3	0.2	25.6
May	6.9	4.1	3.6	2.3	6.5	—	—	—	23.5
June	4.6	0.2	17.9	0.5	4.1	—	1.1	—	28.4
July	10.5	17.4	2.9	3.5	1.0	0.4	0.1	0.1	35.8
August	17.9	4.6	13.0	—	1.9	1.0	0.1	—	38.5
September	8.7	12.2	3.8	1.1	2.1	0.6	0.1	—	28.7
October	10.2	16.1	16.2	0.4	1.4	0.1	4.8	0.1	49.1
November	72.5	8.9	17.8	5.8	1.0	—	0.2	—	106.4
December	8.3	16.9	15.6	2.2	4.4	1.5	—	—	49.0
<i>Twelve months ended—</i>									
December 1992	174.3	586.4	66.3	12.2	53.6	43.0	2.7	2.7	941.2
1993	178.3	257.2	128.4	25.6	29.5	4.5	2.1	10.3	635.8
1994	222.8	86.4	130.1	18.0	27.4	4.6	7.0	1.1	497.4

(a) State by industry information is available on request

**TABLE 4. INDUSTRIAL DISPUTES WHICH OCCURRED DURING THE PERIOD: INDUSTRY, AUSTRALIA
WORKING DAYS LOST PER THOUSAND EMPLOYEES FOR THE TWELVE MONTHS ENDED(a)**

Period	Manufacturing									
	Mining		Metal products, machinery and equipment	Other	Construction	Transport and storage; Communication		Community Services	Other industries(b)	All industries
	Coal	Other				Other	Construction			
<i>Twelve months ended—</i>										
<i>1990—</i>										
December	4,879	1,631	1,293	212	204	299	151	25	217	
<i>1991—</i>										
December	4,507	735	1,820	296	428	237	150	63	265	
<i>1992—</i>										
December	2,970	997	352	275	151	214	175	60	158	
<i>1993—</i>										
October	4,194	445	738	292	175	198	226	90	208	
November	3,247	322	454	146	51	99	114	44	112	
December	3,288	322	474	141	51	42	108	44	108	
<i>1994—</i>										
January	3,306	333	475	141	52	38	107	45	109	
February	4,228	376	453	130	51	60	101	46	111	
March	6,336	337	152	123	57	58	78	45	95	
April	7,063	316	157	123	60	57	79	46	98	
May	7,175	359	159	121	65	55	71	42	96	
June	7,569	328	162	119	81	50	67	34	92	
July	7,682	253	168	120	77	57	66	30	90	
August	8,283	273	181	108	65	66	36	29	84	
September	6,555	281	176	84	61	88	36	27	75	
October	6,474	346	166	105	69	107	23	15	70	
November	6,577	327	159	148	70	114	55	15	81	
December	6,803	460	135	149	70	159	56	18	86	

(a) See paragraph 4 of the Explanatory Notes. (b) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence; Recreation, personal and other services.

**TABLE 5. INDUSTRIAL DISPUTES WHICH OCCURRED DURING THE PERIOD: STATES AND TERRITORIES, AUSTRALIA,
WORKING DAYS LOST PER THOUSAND EMPLOYEES FOR THE TWELVE MONTHS ENDED(a)**

Period	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
<i>Twelve months ended —</i>									
1990 —									
December	283	226	111	236	200	67	26	62	217
1991 —									
December	528	128	114	112	223	28	51	18	265
1992 —									
December	85	369	69	25	97	285	48	20	158
1993 —									
October	120	493	141	68	67	57	38	77	208
November	90	182	131	55	54	56	37	76	112
December	89	170	132	53	51	29	38	76	108
1994 —									
January	90	171	132	53	53	29	38	77	109
February	99	166	133	49	56	30	42	81	111
March	93	109	144	35	54	31	42	82	95
April	99	110	151	37	53	36	48	83	98
May	100	97	146	38	63	34	47	82	96
June	95	89	153	35	52	31	63	80	92
July	93	93	144	37	48	28	43	79	90
August	93	79	132	32	45	32	44	79	84
September	78	85	101	27	46	33	46	71	75
October	78	64	r110	21	43	22	r122	8	r70
November	r109	54	r124	33	r43	22	r126	9	81
December	113	58	135	38	51	32	125	8	86

(a) See paragraph 4 of the Explanatory Notes

**TABLE 6. INDUSTRIAL DISPUTES ENDING IN THE 12 MONTHS TO DECEMBER 1994 : AUSTRALIA,
REPORTED CAUSE, DURATION AND METHOD OF SETTLEMENT (a)**

	Number of disputes(b)	Employees involved (directly and indirectly) ('000)		Working days lost ('000)
		CAUSE OF DISPUTE	DURATION OF DISPUTE	
Wages	66			152.4
Leave, pensions, compensation	21			19.0
Managerial policy	320			163.5
Physical working conditions	61			17.6
Trade unionism	46			10.7
Hours of work	13			5.4
Other(c)	29			165.6
Total	556			534.0
METHOD OF SETTLEMENT				
Negotiation	110			81.2
State legislation	49			19.2
Federal and joint Federal-State legislation	72			172.1
Resumption without negotiation	318			250.2
Other methods	7			11.3
Total	556			534.0

(a) More detailed information by State and industry is available on request. (b) Prior to September 1991 disputes affecting more than one industry and/or State were counted as separate disputes in each industry and State and in the Australian total. From that time such disputes, while still counted separately in each industry and/or State are counted just once at the broader industry and Australian level. See paragraph 5 of the Explanatory Notes. (c) Includes disputes not elsewhere categorised.

EXPLANATORY NOTES

Introduction

The statistics in this publication relate to disputes which involved stoppages of work of ten working days or more at the establishments where the stoppages occurred. Ten working days is equivalent to the amount of ordinary time worked by ten people in one day, regardless of the length of the stoppage, for example, 3,000 workers on strike for 2 hours would be counted as 750 working days lost (assuming they work an 8 hour day).

2. The statistics of working days lost relate to the losses due to industrial disputes only (as defined in paragraph 2 of the Glossary). Effects on other establishments, such as stand-downs because of lack of materials, disruption of transport services, power cuts, etc. are not included.

3. The statistics of industrial disputes are compiled mainly from data obtained from employers (both private and public sector), from trade unions and from reports of government authorities. Particulars of some stoppages, e.g. State or Australia wide general strikes may have been estimated and the statistics therefore should be regarded as giving only a broad measure of the extent of industrial disputes as defined above.

Change in methodology

4. The basis for the calculation of working days lost per thousand employees was changed in January 1987 to include estimates of employees from the Survey of Employment and Earnings. They are combined with estimates of the number of employees in agriculture and in private households, obtained from the Labour Force Survey. Estimates have been recalculated on this basis for each month back to June 1984 and are available on request. In issues of this publication prior to January 1987, the estimates of numbers of employees were based entirely on Labour Force Survey data. The effect of the change is minimal at the 'all industries' level but is quite significant, in some cases, for individual industry groups.

5. The basis for the calculation of the number of disputes was changed in the November 1992 publication and the series revised back to September 1991. Prior to September 1991, disputes affecting more than one industry and/or State were counted as a separate dispute in each industry and State and in the Australian total. From September 1991 onwards, a dispute affecting more than one industry and/or State is counted once in each industry and/or State, but only once at the broader industry and Australia level. The reason for the change was to align the method of counting the number of industrial disputes with the International Labour Organisation guidelines. This change does not affect the estimates of employees involved or working days lost.

Reliability of estimates

6. Inaccuracies may occur because of imperfections in information provided by respondents or in processing by the ABS. Although considerable care is taken in questionnaire design; in the instructions given to respondents; and in editing the returns; these inaccuracies may occur in any enumeration, whether it be a full count or a sample.

Other ABS publications

7. Users may also wish to refer to the following publications:

Industrial Disputes, Australia (6322.0) - discontinued
Labour Statistics, Australia (6101.0) - issued annually
The Labour Force, Australia, Preliminary (6202.0) - issued monthly

The Labour Force, Australia (6203.0) - issued monthly
Trade Union Statistics, Australia (6323.0) - issued annually

Trade Union Members, Australia, August 1992 (6325.0) - discontinued

Working Arrangements, Australia (6342.0) - discontinued

Employed Wage and Salary Earners, Australia (6248.0) - issued quarterly

Award Rates of Pay Indexes, Australia (6312.0) - issued monthly

Users interested in obtaining information about statistics previously available from discontinued publications should call ABS Client Services on:

Toll free 1800 620 085 or Fax (06) 253 1404

Unpublished statistics

8. A range of unpublished data is also available on request including dispute details at more detailed industry levels, cross-classified by State/Territory, and finer cause of dispute and method of settlement categories than those published. Considerable time series exist for most variables. Inquiries regarding data availability and the associated charges should be directed to Henry Ferst on (03) 615 7980.

9. Current publications produced by the ABS are listed in the *Catalogue of Publications and Products, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

Symbols and other usages

r estimates revised since last issue
 - nil or rounded to zero

10. Where estimates have been rounded, discrepancies may occur between sums of the component items and totals.

Electronic Services

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Floppy disk service

Selected ABS statistics are available on floppy disk. Further information is available on (06) 252 6684.

GLOSSARY

Cause of dispute

The statistics of cause of industrial disputes relate to the reported main cause of stoppage of work and not necessarily all causes that may have been responsible for the stoppage of work. For these reasons, the statistics do not reflect the relative importance of all causes of disputes as perceived by both employers and employees. The causes are classified from information supplied by employers and according to standards determined by the International Labour Organisation. The classification of causes is as follows :

Wages. Claims involving general principles relating to wages e.g. increase (decrease) in wages; variation in method of payment or combined claims relating to wages, hours or conditions of work in which the claim about wages is deemed to be the most important. Combined claims in which the other claims are deemed to be the most important are included under the relevant clause. Disputes over award restructuring are included under managerial policy.

Leave, pensions, compensation. Claims involving general principles relating to holiday and leave provisions; pension and retirement provisions; workers' compensation provisions; insertion of penal clause provisions in awards.

Managerial policy. Disputes concerning the exercise of managerial control by employers, e.g. terms and conditions of employment (other than disputes specifically about wages and hours); new awards and agreements; award restructuring; work practices; principles of promotion or deployment of staff including roster complaints and retrenchments; disciplinary matters including alleged victimisation of union officials; employment of particular persons; disagreement with managerial decisions.

Physical working conditions. Disputes concerning physical working conditions and safety issues, e.g. protective clothing and equipment; first aid services; uncomfortable working conditions; lack of, or the condition of, amenities; claims for assistance; shortage or poor distribution of equipment or material; condition of equipment; new production methods and equipment; arduous physical tasks.

Trade unionism. Disputes concerning employment of non-unionists, inter-union and intra-union disputes; sympathy stoppages in support of employees in another industry; recognition of union activities.

Hours of work. Claims involving general principles relating to hours of work, e.g. decrease (increase) in hours; distribution of hours.

Other. Disputes concerning protests directed against persons or situations other than those relating to the employer/employee relationship, e.g. political matters; fining and jailing of persons; lack of work; lack of adequate transport; non-award public holidays; accidents and attendance at funerals. Stoppages for which no reason is given are also included in this category.

Disputes

2. For these statistics, an *industrial dispute* is defined as a withdrawal from work by a group of employees, or a refusal by an employer or a number of employers to permit some or all of their employees to work, each withdrawal or refusal being made in order to enforce a demand, to resist a demand, or to express a grievance.

3. A dispute affecting several establishments is counted as a single dispute if it is organised or directed by one person or organisation; otherwise it is counted as a separate dispute at each establishment (in each State or Territory) and in each industry in which it occurred.

4. A dispute affecting more than one industry and/or State is counted once in each industry and State but only once at the broader industry and Australia level. Prior to September 1991 disputes covering more than one industry and/or State were counted differently (refer to paragraph 5 of the Explanatory Notes for details).

5. When there is a return to work between stoppages over the same issue, and the return to work is for less than two complete months, the stoppages are counted as a single dispute. When the return to work is for two or more months, the dispute is considered to have ended at the time of the return to work. Should a subsequent stoppage occur, it is counted as a new dispute.

6. Information is recorded concerning all industrial disputes where ten or more working days are lost (see paragraph 1 of the Explanatory Notes). Included in these statistics are the following types of industrial disputes:

- unauthorised stopwork meetings;
- unofficial strikes;
- sympathetic strikes (e.g. strikes in support of a group of workers already on strike);
- political or protest strikes;
- general strikes;
- work stoppages initiated by employers (e.g. lockouts); and
- rotating or revolving strikes (i.e. strikes which occur when workers at different locations take turns to stop work).

Excluded from these statistics are work-to-rules, go-slows, bans (e.g. overtime bans) and sit-ins. In addition, industrial disputes in which employees resign are deemed to have been resolved. Statistics on those disputes will cease to be collected from the date of the employees' resignations.

Disputes which occurred during the period

7. *Disputes which occurred during the period* encompasses those disputes which:

- . started in a previous month or year and ended in the reference period, or
- . began and ended in the reference period, or
- . began in the reference period and continued into the next period, or
- . started prior to the reference month or year, continued through the reference period and into the next period.

Duration of dispute

8. The *duration* of a dispute is the average number of working days lost per employee involved in the dispute. The duration of the dispute is calculated by dividing the number of working days lost in the dispute by the number of employees involved (both directly and indirectly).

Employees

9. *Employees* refers to wage and salary earners only. Excluded are persons who are self-employed (e.g. building sub-contractors, owner-drivers of trucks) and employers.

10. *Employees directly involved* are those who actually participated in the dispute in order to enforce or resist a demand or to express a grievance.

11. *Employees indirectly involved* are those who ceased work at the establishment where the stoppages occurred, but who are not themselves parties to the dispute. Employees who ceased work at establishments other than those where the stoppages occurred are excluded (see paragraph 2 of the Explanatory Notes).

12. *Total employees involved* for any period of time are obtained by adding together the number of employees involved in each dispute in the period. For any period of time the figures may include details of the same employees involved in more than one dispute. The longer the period of reference, the more chance there is of some double counting in the number of employees involved. Where there are varying numbers of employees involved during the progress of a dispute, the figures of employees involved relate to the largest number of individual employees involved on any one day. Generally, the *total* number of employees involved for each year will equal the sum of the total number of employees involved in the first month of a year plus the number of employees *newly* involved in subsequent months. Differences between monthly and annual totals can occur due to the temporary cessation of stoppages which resume in subsequent months. Employees re-involved in this type of dispute are not classified as employees *newly* involved in stoppages in the second period in which the dispute occurs.

Method of settlement

13. Statistics of the *method of settlement* of industrial disputes relate to the method directly

responsible for ending the stoppage of work as reported and not necessarily to the method (or methods) responsible for settling all matters in dispute. For these reasons, they do not reflect the relative importance of the work of various industrial tribunals operating under State and Federal legislation. The classification of method of settlement is as follows:

Negotiation. Private negotiation between the parties involved, or their representatives, without the intervention or assistance of authorities constituted under State or Federal industrial legislation.

State legislation. Intervention or assistance of an industrial authority or authorities created by or constituted under State conciliation and arbitration or wages board legislation, or reference to such authorities or compulsory or voluntary conference. Intervention, assistance or advice of State government officials or inspectors.

Federal and joint Federal-State legislation. Compulsory or voluntary conference or by intervention or assistance of, or reference to, the industrial relation commissions created by or constituted under the Industrial Relations Act, Coal Industry Acts, Stevedoring Industry Act, and other acts such as the Navigation Act; Public Service Arbitration Act. Intervention, assistance or advice of Federal government officials or inspectors.

Resumption without negotiation. This category may include some disputes which are settled subject to subsequent negotiation of a formal nature, such as industrial court hearings. Stop-work meetings are included, and this category may also include disputes settled by 'resumption' as stated, but about which no further information is available.

Other methods. Mediation; filling places of employees on strike or locked out; closing establishments permanently; dismissal or resignation of employees.

Working days lost

14. *Working days lost* refers to working days lost by employees directly and indirectly involved in the dispute and figures are generally as reported by parties to the dispute. For some disputes working days lost are estimated on the basis of the number of employees involved and the duration of the dispute.

Working days lost per thousand employees

15. *Working days lost per thousand employees* are calculated for the 12 month period from working days lost and estimates of employees obtained from the ABS Survey of Employment and Earnings and the ABS Labour Force Survey. Refer to paragraph 4 of the Explanatory Notes for details of the way in which these measures are calculated, and the change in the method of calculation from 1987.



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